

# RADLEY

LONDON

## ***Modern Slavery Statement.***

*Here at Radley, we are proud of the steps we have taken to prevent modern slavery and human trafficking in our supply chain and other parts of our business.*

*We consistently audit our end-to-end supply chain and carefully select to work with partners who help us ensure that our ethical standards are being strictly maintained and the facilities we use to manufacture our goods are fair and safe places to work.*

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 April 2023.

### **Supply Chain Audits:**

To help identify and monitor the risk of slavery and human trafficking in our supply chain we audit all of our primary and secondary suppliers on an annual basis. This ensures that we maintain a good level of compliance to international labour, environmental and production standards.

Using SMETA 4 pillar and BSCI Audit protocols as a benchmark, our audits are carried out by third party audit teams to ensure an impartial and objective report. We also support our supply partners through the addition of the SA8000 social compliance processes as well as ensuring we maintain the highest of standards, altering our working practices to ensure we comply with up to date local and international recommendations. Each partner is evaluated against local, country and international legislative standards with each evaluation providing a compliance score that must not fall below our agreed service levels.

The expectation of Radley is that supply partners consistently reach a rating of 'High Performance' as set out in our Supplier Manual. This 'high performance standard' will always be reviewed against any previous reports to identify possible improvements. Where audit reports find improvements can be made, Radley will work in line with our partners to action a Corrective Action Plan (CAP) and progressively manage any improvements required in a sensible and achievable timeline.

Similarly, should a supply partner fail to meet our internal accountability standards and procedures for fair labour standards, we will work with that supplier and create a CAP to raise the standard to our clear expectation.

As part of our Environmental, Social and Corporate Governance programme we audit our supplier partners on a yearly schedule using the internationally recognised supply chain benchmarks, SMETA 4 pillar and SA8000. For the financial year ending 30 April 2023 we are fully compliant.

### **Supply Partner Compliance with Production Standards:**

To ensure compliance throughout our supply chain, Radley also includes Ethical Production Standards (EPS) as part of the Supplier Agreement Programme (SAP). The programme operates in partnership with our Supplier Manual. All suppliers are required to sign up to our EPS to ensure ongoing compliance and an understanding of how we operate respectfully. Where suppliers use sub-contracted processes through the manufacturing process, we ask that our documentation is shared and understood clearly with the contractor and to ensure workers in each manufacturing unit are treated ethically and work in safe conditions. Our Production standards have been developed in line with the base code of the Ethical Trading Initiative, derived from the International

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Labour Organisation principles on ethical labour, as a result we are confident that our production standards are robust and effective in a global market.

At Radley, we only work with supply partners who sign up to, agree on and comply with our production standard processes and expectations.

To further ensure we maintain a high level of awareness within the business, our colleagues and supply partners are informed on the risks of modern slavery and human trafficking. All of our supply partners are signed up to our compliance programme as part of onboarding which includes our Modern Slavery, Anti-Bribery and Corruption policies. Our supply partners also go through training via the Audit Vendor Programme under SMETA 4 Pillar.

**This statement has been approved by the Board of Directors of Laddie Topco Limited on 26<sup>th</sup> July 2024 on behalf of the Radley group of companies incorporating Radley + Co Limited and Radley Retail Limited.**

**Signed on behalf of Laddie Topco Limited**



**Nick Vance**  
**Chief Executive Officer**  
**Date: 26<sup>th</sup> July 2024**